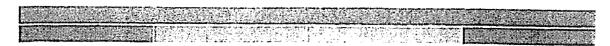
## **EXHIBIT 7**

			PRINT		
	Council Univer	sny			
1001					
		arrangement -	Agreement Form		
Effective Date:	<u>3/6/11</u>	Review of Agreem	ent Date: 5   1   7.01   1		
Employee Name:	Denise tay	/ 1 ls Employee ID:	DLP35		
Phone: 6.67-	423 7326	Email Address:	Email Address: DLP 35 @ Comelledo		
Department Name	e: Business Ara	lytics Job Title: 12	ata Analyst		
Department Addr	00 1 01 1	Her Hall			
☐Non-exempt A	cademic Staff \( \sum{1}{2} \) Non-exer	mpt Administrative Staff	Instructions		
Exempt Acade	-	Administrative Staff	Details of arrangement may be attached to this document.		
Labor Group	(if applicable):		2. The employee and the supervisor should each		
□BTC □CWA	CPU DIVOE DU	AWSPFPA1UOEUAW	retain a copy of this agreement and details attached.		
Arrangemer	nt (check all that ap	ply):	<ol> <li>The supervisor must file this agreement with the employee's Human Resources Representative.</li> </ol>		
Compressed w	nderd start/end time ork schedule (e.g. four 10hr. (complete pages 2-3) nplete page 4)	days per wéek)	<ol> <li>The supervisor must schedule an agreement review with the employee to evaluate effectiveness of agreement and make modifications where recessary.</li> </ol>		
	Shiplard Werk Hour	si Nawilipus	Vork Remotely Job share with (name):		
Sunday					
Monday	Ean- 2:30,00	Whis day			
Tuesday					
Wednesday					
Thursday					
Friday	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	<u> </u>			
Saturday					
have an adverse effe	ct on my employment and may it from a flexible work arrangem	result in disciplinary action, including, bu	o adhere to the expectations set by my supervisor may it not limited to the immediate withdrawal of the modified as part of a formal ADA accommodation, the or any modifications of this form.		
Denisa	Paryne	Tum.	- Galson		
Employee Name (p	orinted)	Supervisor Name (	printed)		
NECKLIM	william	Supervisor Name (s	inned)		
Employee Name (s	igned)	Supervisor (sept. (s	1		
Date		Date L	V ( :		



## Appendix A. Remote Work

Location of remote work arrangement (address	on 13:4 Sweeney Re	· Cartland NY 13045
This location is: 🔲 employee's residence	off-site location established by Con	nell University

## Terms of Agreement:

The duties, responsibilities, and conditions of employment remain unchanged. The staff member must comply with all university policies and procedures while working off-site. Salary and benefits remain unchanged and Workers Compensation benefits will apply only to injuries arising out of and in the course of employment as defined by Workers Compensation law. The staff member must report any such work-related injuries to his or her supervisor immediately. Comell is not responsible for injuries or property damage unrelated to such work activities that might occur in the remote work setting.

Overtime compensation (for non-exempt staff) and vacation and health and personal leave will continue to be based on hours paid during the remote work arrangement as per existing procedural language. Requests to work overtime, declare vacation or take other time off from work must be pre-approved in writing by the staff's supervisor. According to the terms of this Agreement, the off-site work schedule is detailed in this agreement. For non-exempt staff, this specification must be in accordance with FLSA guidelines and should include meal breaks. If the staff member needs to change his or her schedule, he or she agrees to obtain advance written approval from the supervisor.

The staff member's use of equipment, software, and all other resources provided by Cornell Is limited to the purposes of remote work and is not intended for the staff's personal use. In accordance with University Policy 3.24, Mobile Communications Devices, the university does not provide home internet service or phone service (unless approval from the Dean or Vice President is provided for cell phones). The decision to remove or discontinue use of the resources listed in this agreement shall rest entirely with Cornell. In the event that the staff member ceases employment with Cornell, or the remote work arrangement is discontinued for any reason, the staff member must agree to return all Cornell property within 48 hours.

If applicable, the department/unit will provide or arrange for maintenance of the equipment provided to the staff member through remote work, and may provide for insurance coverage as per the university's all-risk policy. However, the staff member is responsible for the cost of any repairs caused by the misuse or abuse of the equipment, or by the staff's own negligence. Cornell reserves the right to exchange or retrieve university-owned property with reasonable advance notice.

Cornell will not reimburse the staff member for the cost of off-site related expenses such as heat, water, electricity, and any insurance coverage not provided by the university. Personal tax implications related to the off-site work space shall be the staff's responsibility. For guidelines on remote work conducted outside of New York State, see: https://www.hr.cornell.edu/life/support/outside\_nys.pdf

The staff member has responsibility for maintaining the security and confidentiality of university files, data and other information that are in the off-site work place. See:

http://www.it.cornell.edu/services/guides/data\_discovery/confidential\_data.cfm

Remote work is not to be regarded as a substitute for ongoing child care or adult care. If applicable, the staff member will attach a general description of caregiving arrangements that will be in effect during the remote work work hours. If the staff member needs to modify these arrangements, they will inform the supervisor and obtain the necessary approvals to continue the remote work arrangement.

<ol> <li>Cornell will provide the following equipment, software, communications resources, and/or other supplies (provide as much detail as possible, including serial or registration numbers, if applicable).</li> </ol>
Hardware (e.g., computer, webcam, etc.):
Leiphi
Clocking Station
Software:
Cisco any connet
Communications Resources (e.g., phone forwarding service):
Communications Resources (e.g., phone forwarding service):  Note: Internet service is not provided by Cornell. Cell phone service requires Dean or Vice President approval for university owned cell phones.  Tenuary The Colle 1990 White City of Later or Later rives Sages Dean of Vice President approval for university owned cell phones.
When offsit -
Other (e.g. office supplies):
NUNE
Additional comments/notes:
Romat water 2-5 chays lovert from Fe brising with - mid April - see mark were 2-5 dayslank from 216-
2. The staff member is expected to make regular visits to the on-site workplace to review work and
progress with supervisors, and to meet with co-workers and customers on the following basis:  On Site 2-3 days (kerners of all reduce time time etc.)
Unsite is a leady to contract the more might ent.)
I have read and understand the above expectations relating to the remote work arrangement. I understand that my failure to adhere to the expectations may have an adverse effect on my employment and may result in disciplinary action, including, but not limited to the immediate withdrawal of the opportunity to benefit from a remote work arrangement.
Denis Paris (minus) (man 1 in Stelly Employee Name (printed)
Employee Name (printed)  Supervisor Name (printed)
Employee Name (printed)  Supervisor Name (printed)  Supervisor Name (signed).
Employee Name (signed) Supervisor Name (signed)
1/3/17 Date Date
Date Date
Begin Date: 2/5/17- Review Date: 1/77(0))71